

**REGULATION
DRUG SCREENING**

Enforcement of the drug screening policy requires that employees be tested on a random basis. The board reserves the right to require all employees to submit, at any time an employee is on duty, to drug tests to determine the presence of prohibited substances.

Employees will undergo testing at scheduled physical examinations once a year and on a random basis without advance notice. Employees may be tested at any time the superintendent has reasonable cause to request testing. The district will pay for all requested tests. Once the results of the test are available, the board has the final decision as to personnel actions to be taken. A positive result is just cause for immediate termination of employment.

The board reserves the right to search desks, cabinets, tool boxes, vehicles, including personal vehicles brought on school property, bags or any other property at the school or in vehicles when the board has reasonable cause to believe an employee has violated alcohol and drug policies.

Violation of these rules, including by testing positive, will subject the employee to discipline, including discharge. Refusal to cooperate with the board in any test or investigation will result in discipline, including discharge as appropriate under federal and state laws.